

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE 12		PAGE OF PAGES 1 3	
2. AMENDMENT/MODIFICATION NO. 97		3. EFFECTIVE DATE December 18, 2006		4. REQUISITION/PURCHASE REQ. NO. N/A		5. PROJECT NO. (If applicable)	
6. ISSUED BY Procurement Office George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812		CODE PS31-J		7. ADMINISTERED BY (If other than Item 6) Jeffrey S. Jackson (256) 544-8935 Phone (256) 544-3223 Fax		CODE PS31-J	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State, and Zip Code)  Science Applications International Corporation (SAIC) Company 6, Technology Services Company 10260 Campus Point Drive San Diego, CA 92121 c/o 6725 Odyssey Drive, Huntsville, AL 35806				(✓)		9A. AMENDMENT OF SOLICITATION NO.	
				X		9B. DATED (SEE ITEM 11)	
						10A. MODIFICATION OF CONTRACT/ORDER NO. NNM04AA02C	
						10B. DATED (SEE ITEM 13) 1/1/04	
CODE CAGE- 0T5L1		FACILITY CODE SAP- 103429					

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

[ ] The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers [ ] is extended, [ ] is not extended.  
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15 and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS,  
IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(✓)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) FAR 43.103(b) and the Service Contract Act of 1965, as Amended

**E. IMPORTANT:** Contractor [ X ] is not, [ ] is required to sign this document and return \_\_\_\_\_ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

	Negotiated	Shared	Award Fee	Potential	Contract	Total Sum
	<u>Estimated Cost</u>	<u>Savings</u>	<u>Earned</u>	<u>Award Fee</u>	<u>Value</u>	<u>Allotted</u>
Prev. Base Total	\$681,546,861	\$0	\$22,922,532	\$16,465,998	\$720,935,391	\$598,063,232
This Modification	\$0	\$0	\$0	\$0	\$0	\$0
Rev. Base Total	\$681,546,861	\$0	\$22,922,532	\$16,465,998	\$720,935,391	\$598,063,232

**SEE PAGE 2 FOR DESCRIPTION OF AMENDMENT/MODIFICATION**

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect

15A. NAME AND TITLE OF SIGNER (Type or print) Jeffrey S. Jackson, Contracting Officer		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Jeffrey S. Jackson, Contracting Officer	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
<div style="text-align: center;">BY <u>/s/ Jeffrey S. Jackson</u></div> <div style="text-align: center;">(Signature of person authorized to sign)</div>		<div style="text-align: center;">December 18, 2006</div> <div style="text-align: center;">(Signature of Contracting Officer)</div>	

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT  
(continued)

The purpose of this modification is to delete Attachment J-3, Wage Determinations, in its entirety in order to replace it with a revised Attachment J-3, effective January 1, 2007, containing updated Wage Determinations as occurs on the approximate anniversary dates of contracts subject to the Service Contract Act of 1965, as Amended. Following incorporation of the revised conformed classification rates delineated therein, SAIC shall "index" the conformed classifications in accordance with Title 29 Code of Federal Regulations Part 4.6 (b)(2)(iv)(B). No contract value adjustment shall result as a consequence of this administrative modification. Accordingly, NNM04AA02C is modified as follows:

- A. Attachment J-3, Wage Determinations, is deleted in its entirety and is replaced with the revised Attachment J-3 in order to reflect current wage rates. The Wage Determinations affected by this change are delineated as follows:

<u>Previous</u>	<u>New</u>
1994-2008, Rev. 23, 5/23/05	2005-2008, Rev. 4, 12/06/06
1994-2044, Rev. 22, 5/23/05	2005-2044, Rev. 3, 11/29/06
1994-2048, Rev. 22, 5/23/05	2005-2048, Rev. 3, 11/29/06
1994-2054, Rev. 21, 5/23/05	2005-2054, Rev. 2, 11/29/06
1994-2062, Rev. 19, 5/23/05	2005-2062, Rev. 3, 11/29/06
1994-2064, Rev. 21, 5/23/05	2005-2064, Rev. 3, 09/22/06
1994-2096, Rev. 17, 6/03/05	2005-2096, Rev. 2, 11/02/06
1994-2104, Rev. 25, 5/23/05	2005-2104, Rev. 2, 09/25/06
1994-2118, Rev. 25, 5/23/05	2005-2118, Rev. 3, 10/05/06
1994-2234, Rev. 19, 5/23/05	2005-2234, Rev. 3, 11/02/06
1994-2248, Rev. 24, 5/23/05	2005-2248, Rev. 2, 09/25/06
1994-2302, Rev. 21, 6/21/05	2005-2302, Rev. 2, 09/14/06
1994-2376, Rev. 20, 11/3/05	2005-2376, Rev. 1, 09/18/06
1994-2416, Rev. 22, 5/23/05	2005-2416, Rev. 3, 10/05/06
1994-2512, Rev. 23, 6/14/05	2005-2512, Rev. 2, 09/21/06
1994-2516, Rev. 26, 5/23/05	2005-2516, Rev. 3, 12/06/06
1994-2544, Rev. 32, 5/23/05	2005-2544, Rev. 2, 09/28/06
1994-2574, Rev. 18, 5/23/05	2005-2574, Rev. 3, 12/08/06
2004-0434, Rev. 1, 12/02/04	2004-0434, Rev. 1, 12/02/06

- B. The modification(s) made above are reflected in total on the change page(s) enclosed herewith. In order to reflect the change(s) made, the page(s) listed below are hereby deleted from, or added to, NNM04AA02C. Changes are indicated in either bolded text or by a vertical line in the right margin to indicate the specific area(s) of change. For Attachment J-3, Wage Determinations, as the entire attachment is replaced, neither bolded text or a vertical change bar is included in the right margin to indicate the specific area(s) of change.

Page(s) Deleted

J-3-1 – J-3-167

Page(s) Added

J-3-1 – J-3-168

- C. All other terms and conditions of NNM04AA02C remain unchanged.

ATTACHMENT J-3

WAGE DETERMINATIONS

Wage Determinations from the Department of Labor  
are attached



**SPECIAL NOTICE**

**Additional SERVICE CONTRACT ACT WAGE DETERMINATION  
REQUIREMENTS:**

The following job classifications were conformed by a predecessor contractor and approved by the U. S. Department of Labor (DOL) on February 19, 2004. These additional approved classifications and wage rates, as well as those contained in the Service Contract Act (SCA) wage determination 2005-2008, shall be applicable to the follow-on requirement.

In Addition, the minimum hourly wage rates listed below shall be "indexed" each time a new SCA contract wage determination is incorporated into the resulting contract and options in accordance with Title 29 Code of Federal Regulations Part 4.6(b)(2)(iv)(B). These indexed rates shall be submitted to the contracting officer and the Contractor Industrial Labor Relations Manager for review and approval. In this regards the successor must furnish full rational for the adjusted rates in accordance with DOL requirements.

The mandatory minimum wage rates for these classifications are listed below. The mandatory fringe benefits requirements shall be identical to those contained in wage determination No. 2005-2008 (Revision 2), dated 09-26-06.

**CONFORMED CLASSIFICATIONS**

<b><u>DOL Approved Classifications</u></b>	<b><u>Minimum Hourly Rate</u></b>
*Photographic Laboratory Technician I	\$16.33
*Photographic Laboratory Technician II	\$20.38
*Photographic Laboratory Technician Lead	\$22.43

\* Job Description Attached

**Photographic Laboratory Technician I:**

Operates the processing and printing equipment for both motion picture and still photography production. Could be called upon to add pre-mixed chemicals to tank. Loads and processes film and paper products. Prints color and black and white prints, viewgraphs and slides using sensitometric and densitometric techniques. May use a film color corrector for transferring motion picture film to videotape in a variety of formats, enhancing the picture quality through the use of gain and pedestal adjustments, primary and secondary color adjustments, and gain reduction. Has an understanding of copy room techniques and procedures creating images using different sensitometric materials to produce high quality negatives and transparencies from customer originals. May be called upon to assist higher-level personnel with the process. Interprets work requirements to meet customer needs. Assists in general operation and maintenance of all photographic equipment. Uses computer to request caption labels and log work requests. With little or no assistance may operate computer and peripherals for digital imaging. Film scanning, film recording, and inkjet printing.

**Photographic Laboratory Technician II:**

Operates the processing and printing equipment for both motion picture and still photographic production. May produce black and white, color still, and motion picture, with no assistance use sensitometric and densitometric techniques to color and density correct negatives. Reads and plots film and paper sensitometric control strips for still and motion picture processing. Has the knowledge to interpret and maintain proper processing control. Assists lower level personnel with this process. Responsible for adding pre-mixed chemicals to tank and mixing chemicals by using a formula for motion picture development. Possesses the ability to work in a copy room selecting the appropriate sensitized material and determines the appropriate scale to use to meet customer needs. Oversees the general operation and maintenance of all photographic equipment. Interprets work request to meet customer needs. Cuts and captions prints using a computer to request caption labels and mounts viewgraphs and slices. With no assistance operates computer and peripherals for digital imaging, film scanning, film recording, and inkjet printer. Responsible for hazardous waste control and hazardous chemical inventory.

Photographic Laboratory Technician Lead:

In addition to the duties described in Photographic Technician II above, the Photographic Technician III:

Receives and interprets work orders and assigns to personnel for completion. Tracks work orders; keeps maintenance logs, and produces reports as required.

Checks quality of work produced, equipment conditions, and supply levels to maintain a smooth operation.

Maintains sensitometric and chemical control of all still and motion picture processing machines.

Prepares logs on work orders.

Assists lower level personnel in completion of assigned task.

SPECIAL NOTICE

Please be advised the attached wage determinations are covered under the new Service Contract Act Directory of Occupations, Fifth Edition. A substantial number of the older familiar job classifications in the Forth Edition have been eliminated while new job classifications have been added. Exercise extreme care in reclassifying the incumbent employees to the new SCA directory of occupations.

The new directory of occupations is located at:

<http://www.dol.gov/esa/regs/compliance/whd/wage/SCADirV5/SCADirectVers5.pdf>

In addition, there is a "Cross-Walk" from the Forth Edition to the Fifth Edition of the SCA Directory located at:

<http://www.dol.gov/esa/regs/compliance/whd/wage/SCADirV5/Crosswalk4thEdition2withchanges.pdf>

Further, it is noted that the new wage determinations include considerable wage increases for some classifications and none for others.

The Health and Welfare rate has also increased to \$3.01 per hour.

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2008  
Revision No.: 4  
Date Of Last Revision: 12/06/2006

States: **Alabama**, Tennessee

**Alabama Counties** of Colbert, Franklin, Jackson, Lauderdale, Lawrence,  
Limestone, Madison, Marion, Marshall, Morgan, Winston

**Tennessee Counties** of Giles, Lawrence, Lincoln, Moore, Wayne

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	10.78
01052 - Data Entry Operator II	12.84
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	12.47
01090 - Duplicating Machine Operator	12.47
01111 - General Clerk I	10.25
01112 - General Clerk II	11.18
01113 - General Clerk III	13.15
01120 - Housing Referral Assistant	17.51
01141 - Messenger Courier	8.95
01191 - Order Clerk I	11.24
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	13.50
01262 - Personnel Assistant (Employment) II	15.08
01263 - Personnel Assistant (Employment) III	16.33
01270 - Production Control Clerk	18.39
01280 - Receptionist	11.02
01290 - Rental Clerk	11.79
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83
01410 - Supply Technician	21.27
01420 - Survey Worker	16.43
01531 - Travel Clerk I	9.71
01532 - Travel Clerk II	10.28
01533 - Travel Clerk III	10.96
01611 - Word Processor I	12.34
01612 - Word Processor II	13.77
01613 - Word Processor III	16.31

<b>05000 - Automotive Service Occupations</b>		
05005 - Automobile Body Repairer, Fiberglass		17.50
05010 - Automotive Electrician		16.73
05040 - Automotive Glass Installer		15.94
05070 - Automotive Worker		15.94
05110 - Mobile Equipment Servicer		14.45
05130 - Motor Equipment Metal Mechanic		17.50
05160 - Motor Equipment Metal Worker		15.94
05190 - Motor Vehicle Mechanic		15.98
05220 - Motor Vehicle Mechanic Helper		12.52
05250 - Motor Vehicle Upholstery Worker		15.22
05280 - Motor Vehicle Wrecker		15.94
05310 - Painter, Automotive		15.28
05340 - Radiator Repair Specialist		15.94
05370 - Tire Repairer		12.75
05400 - Transmission Repair Specialist		17.50
<b>07000 - Food Preparation and Service Occupations</b>		
07010 - Baker		10.84
07041 - Cook I		9.14
07042 - Cook II		10.27
07070 - Dishwasher		7.57
07130 - Food Service Worker		8.09
07210 - Meat Cutter		13.32
07260 - Waiter/Waitress		6.82
<b>09000 - Furniture Maintenance and Repair Occupations</b>		
09010 - Electrostatic Spray Painter		17.56
09040 - Furniture Handler		13.94
09080 - Furniture Refinisher		17.56
09090 - Furniture Refinisher Helper		14.41
09110 - Furniture Repairer, Minor		15.98
09130 - Upholsterer		17.56
<b>11000 - General Services and Support Occupations</b>		
11030 - Cleaner, Vehicles		8.16
11060 - Elevator Operator		8.06
11090 - Gardener		12.11
11122 - Housekeeping Aide		8.62
11150 - Janitor		8.06
11210 - Laborer, Grounds Maintenance		10.00
11240 - Maid or Houseman		7.29
11260 - Pruner		8.72
11270 - Tractor Operator		12.08
11330 - Trail Maintenance Worker		10.00
11360 - Window Cleaner		8.24
<b>12000 - Health Occupations</b>		
12010 - Ambulance Driver		14.33
12011 - Breath Alcohol Technician		13.57
12012 - Certified Occupational Therapist Assistant		18.49
12015 - Certified Physical Therapist Assistant		18.49
12020 - Dental Assistant		13.91
12025 - Dental Hygienist		18.58
12030 - EKG Technician		20.57
12035 - Electroneurodiagnostic Technologist		20.57
12040 - Emergency Medical Technician		14.33
12071 - Licensed Practical Nurse I		12.46
12072 - Licensed Practical Nurse II		14.00
12073 - Licensed Practical Nurse III		15.68
12100 - Medical Assistant		10.79
12130 - Medical Laboratory Technician		14.02
12160 - Medical Record Clerk		11.28

12190 - Medical Record Technician	13.60
12195 - Medical Transcriptionist	12.40
12210 - Nuclear Medicine Technologist	29.83
12221 - Nursing Assistant I	8.77
12222 - Nursing Assistant II	9.87
12223 - Nursing Assistant III	10.76
12224 - Nursing Assistant IV	12.08
12235 - Optical Dispenser	13.68
12236 - Optical Technician	10.14
12250 - Pharmacy Technician	12.24
12280 - Phlebotomist	12.08
12305 - Radiologic Technologist	20.57
12311 - Registered Nurse I	19.83
12312 - Registered Nurse II	24.27
12313 - Registered Nurse II, Specialist	24.27
12314 - Registered Nurse III	29.36
12315 - Registered Nurse III, Anesthetist	29.36
12316 - Registered Nurse IV	35.18
12317 - Scheduler (Drug and Alcohol Testing)	16.82
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	17.77
13012 - Exhibits Specialist II	21.76
13013 - Exhibits Specialist III	26.45
13041 - Illustrator I	17.77
13042 - Illustrator II	21.76
13043 - Illustrator III	26.45
13047 - Librarian	22.08
13050 - Library Aide/Clerk	12.82
13054 - Library Information Technology Systems Administrator	21.15
13058 - Library Technician	14.67
13061 - Media Specialist I	14.37
13062 - Media Specialist II	16.07
13063 - Media Specialist III	17.92
13071 - Photographer I	13.58
13072 - Photographer II	15.68
13073 - Photographer III	18.78
13074 - Photographer IV	22.96
13075 - Photographer V	27.87
13110 - Video Teleconference Technician	14.39
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	13.39
14042 - Computer Operator II	17.39
14043 - Computer Operator III	18.63
14044 - Computer Operator IV	23.78
14045 - Computer Operator V	26.73
14071 - Computer Programmer I (1)	20.66
14072 - Computer Programmer II (1)	24.76
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.39
14160 - Personal Computer Support Technician	23.78
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.68
15020 - Aircrew Training Devices Instructor (Rated)	32.29
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	24.89

15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	19.60
15090 - Technical Instructor	16.29
15095 - Technical Instructor/Course Developer	20.67
15110 - Test Proctor	17.16
15120 - Tutor	17.16
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	7.37
16030 - Counter Attendant	7.37
16040 - Dry Cleaner	9.26
16070 - Finisher, Flatwork, Machine	7.37
16090 - Presser, Hand	7.37
16110 - Presser, Machine, Drycleaning	7.37
16130 - Presser, Machine, Shirts	7.37
16160 - Presser, Machine, Wearing Apparel, Laundry	7.51
16190 - Sewing Machine Operator	9.78
16220 - Tailor	10.23
16250 - Washer, Machine	7.99
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	20.38
19040 - Tool and Die Maker	24.86
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	14.82
21030 - Material Coordinator	18.39
21040 - Material Expediter	18.39
21050 - Material Handling Laborer	10.29
21071 - Order Filler	10.87
21080 - Production Line Worker (Food Processing)	14.00
21110 - Shipping Packer	12.98
21130 - Shipping/Receiving Clerk	12.98
21140 - Store Worker I	10.50
21150 - Stock Clerk	14.24
21210 - Tools And Parts Attendant	14.82
21410 - Warehouse Specialist	14.82
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aerospace Structural Welder	17.04
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	17.04
23023 - Aircraft Mechanic III	17.71
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft, Painter	19.32
23060 - Aircraft Servicer	19.34
23080 - Aircraft Worker	20.27
23110 - Appliance Mechanic	18.04
23120 - Bicycle Repairer	14.66
23125 - Cable Splicer	19.76
23130 - Carpenter, Maintenance	17.56
23140 - Carpet Layer	17.29
23160 - Electrician, Maintenance	23.21
23181 - Electronics Technician Maintenance I	16.30
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	16.54
23290 - Fire Alarm System Mechanic	18.79
23310 - Fire Extinguisher Repairer	15.72
23311 - Fuel Distribution System Mechanic	18.79
23312 - Fuel Distribution System Operator	16.80
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.24



23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	13.46
23392 - Gunsmith II	14.84
23393 - Gunsmith III	16.27
23410 - Heating, Ventilation & Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	19.30
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	20.67
23465 - Laboratory/Shelter Mechanic	15.56
23470 - Laborer	10.33
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	16.92
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	20.67
23592 - Metrology Technician II	21.55
23593 - Metrology Technician III	22.41
23640 - Millwright	18.79
23710 - Office Appliance Repairer	18.09
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	18.90
23810 - Plumber, Maintenance	18.06
23820 - Pneudraulic Systems Mechanic	18.79
23850 - Rigger	18.79
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.38
23910 - Small Engine Mechanic	16.75
23931 - Telecommunications Mechanic I	18.38
23932 - Telecommunications Mechanic II	20.21
23950 - Telephone Lineman	18.38
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.79
23970 - Woodcraft Worker	18.79
23980 - Woodworker	16.43
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	7.78
24580 - Child Care Center Clerk	9.71
24610 - Chore Aide	7.65
24620 - Family Readiness and Support Services Coordinator	11.71
24630 - Homemaker	12.32
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	18.86
25040 - Sewage Plant Operator	17.87
25070 - Stationary Engineer	18.86
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	17.56
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	11.88
27007 - Baggage Inspector	9.95
27008 - Corrections Officer	14.36
27010 - Court Security Officer	15.75
27030 - Detection Dog Handler	12.55
27040 - Detention Officer	14.36
27070 - Firefighter	15.75
27101 - Guard I	9.95
27102 - Guard II	12.55
27131 - Police Officer I	17.14
27132 - Police Officer II	19.05

**28000 - Recreation Occupations**

28041 - Carnival Equipment Operator	8.93
28042 - Carnival Equipment Repairer	9.38
28043 - Carnival Equipment Worker	7.40
28210 - Gate Attendant/Gate Tender	12.23
28310 - Lifeguard	10.90
28350 - Park Attendant (Aide)	13.68
28510 - Recreation Aide/Health Facility Attendant	9.99
28515 - Recreation Specialist	12.25
28630 - Sports Official	10.90
28690 - Swimming Pool Operator	14.23

**29000 - Stevedoring/Longshoremen Occupational Services**

29010 - Blocker and Bracer	17.70
29020 - Hatch Tender	17.70
29030 - Line Handler	17.70
29041 - Stevedore I	16.90
29042 - Stevedore II	18.56

**30000 - Technical Occupations**

30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.27
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.27
30021 - Archeological Technician I	15.69
30022 - Archeological Technician II	17.56
30023 - Archeological Technician III	21.76
30030 - Cartographic Technician	23.09
30040 - Civil Engineering Technician	20.75
30061 - Drafter/CAD Operator I	15.69
30062 - Drafter/CAD Operator II	17.77
30063 - Drafter/CAD Operator III	18.64
30064 - Drafter/CAD Operator IV	22.94
30081 - Engineering Technician I	12.79
30082 - Engineering Technician II	15.89
30083 - Engineering Technician III	19.09
30084 - Engineering Technician IV	26.34
30085 - Engineering Technician V	30.74
30086 - Engineering Technician VI	37.17
30090 - Environmental Technician	20.17
30210 - Laboratory Technician	18.37
30240 - Mathematical Technician	23.77
30361 - Paralegal/Legal Assistant I	14.87
30362 - Paralegal/Legal Assistant II	18.43
30363 - Paralegal/Legal Assistant III	22.54
30364 - Paralegal/Legal Assistant IV	27.28
30390 - Photo-Optics Technician	22.75
30461 - Technical Writer I	18.73
30462 - Technical Writer II	22.91
30463 - Technical Writer III	25.38
30491 - Unexploded Ordnance (UXO) Technician I	20.73
30492 - Unexploded Ordnance (UXO) Technician II	25.09
30493 - Unexploded Ordnance (UXO) Technician III	30.07
30494 - Unexploded (UXO) Safety Escort	20.73
30495 - Unexploded (UXO) Sweep Personnel	20.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	18.39
30621 - Weather Observer, Senior (3)	18.79

**31000 - Transportation/Mobile Equipment Operation Occupations**

31020 - Bus Aide	9.74
31030 - Bus Driver	12.67
31043 - Driver Courier	12.36
31260 - Parking and Lot Attendant	8.86

31290 - Shuttle Bus Driver	13.11
31310 - Taxi Driver	9.91
31361 - Truckdriver, Light	13.11
31362 - Truckdriver, Medium	16.16
31363 - Truckdriver, Heavy	16.83
31364 - Truckdriver, Tractor-Trailer	16.83
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	8.82
99050 - Desk Clerk	6.90
99095 - Embalmer	20.73
99251 - Laboratory Animal Caretaker I	8.23
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	20.73
99410 - Pest Controller	12.10
99510 - Photofinishing Worker	10.58
99710 - Recycling Laborer	12.99
99711 - Recycling Specialist	13.44
99730 - Refuse Collector	11.23
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	10.42
99830 - Survey Party Chief	14.67
99831 - Surveying Aide	9.04
99832 - Surveying Technician	12.37
99840 - Vending Machine Attendant	12.42
99841 - Vending Machine Repairer	14.23
99842 - Vending Machine Repairer Helper	12.42

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

*****		
REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
William W.Gross	Division of	Wage Determination No.: 2005-2044
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 11/29/2006
-----		
State: California		

Area: California County of Kern

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	13.85
01012 - Accounting Clerk II	15.54
01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	21.14
01040 - Court Reporter	22.67
01051 - Data Entry Operator I	12.39
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	16.05
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	11.81
01112 - General Clerk II	14.75
01113 - General Clerk III	16.57
01120 - Housing Referral Assistant	18.42
01141 - Messenger Courier	10.04
01191 - Order Clerk I	12.46
01192 - Order Clerk II	12.99
01261 - Personnel Assistant (Employment) I	13.61
01262 - Personnel Assistant (Employment) II	16.82
01263 - Personnel Assistant (Employment) III	17.98
01270 - Production Control Clerk	19.42
01280 - Receptionist	10.63
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	14.50
01311 - Secretary I	14.50
01312 - Secretary II	16.98
01313 - Secretary III	18.42
01320 - Service Order Dispatcher	15.21
01410 - Supply Technician	21.14
01420 - Survey Worker	15.65
01531 - Travel Clerk I	11.18
01532 - Travel Clerk II	11.76
01533 - Travel Clerk III	12.75
01611 - Word Processor I	12.22
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	17.23
05010 - Automotive Electrician	16.55
05040 - Automotive Glass Installer	15.90
05070 - Automotive Worker	15.90
05110 - Mobile Equipment Servicer	14.36

05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.90
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.42
05280 - Motor Vehicle Wrecker	15.90
05310 - Painter, Automotive	16.54
05340 - Radiator Repair Specialist	15.90
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.23
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	13.65
07041 - Cook I	12.27
07042 - Cook II	13.60
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.28
07210 - Meat Cutter	13.45
07260 - Waiter/Waitress	8.77
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	10.42
11090 - Gardener	12.05
11122 - Housekeeping Aide	10.00
11150 - Janitor	10.48
11210 - Laborer, Grounds Maintenance	11.55
11240 - Maid or Houseman	7.88
11260 - Pruner	10.54
11270 - Tractor Operator	13.70
11330 - Trail Maintenance Worker	11.55
11360 - Window Cleaner	11.56
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	16.46
12011 - Breath Alcohol Technician	16.72
12012 - Certified Occupational Therapist Assistant	22.20
12015 - Certified Physical Therapist Assistant	22.20
12020 - Dental Assistant	14.86
12025 - Dental Hygienist	32.89
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42
12040 - Emergency Medical Technician	16.46
12071 - Licensed Practical Nurse I	14.88
12072 - Licensed Practical Nurse II	16.72
12073 - Licensed Practical Nurse III	18.70
12100 - Medical Assistant	13.19
12130 - Medical Laboratory Technician	13.85
12160 - Medical Record Clerk	11.55
12190 - Medical Record Technician	13.12
12195 - Medical Transcriptionist	11.98
12210 - Nuclear Medicine Technologist	36.87
12221 - Nursing Assistant I	8.77
12222 - Nursing Assistant II	9.85
12223 - Nursing Assistant III	10.74
12224 - Nursing Assistant IV	12.08
12235 - Optical Dispenser	14.73
12236 - Optical Technician	13.16
12250 - Pharmacy Technician	15.07

12280 - Phlebotomist	15.00
12305 - Radiologic Technologist	23.57
12311 - Registered Nurse I	20.67
12312 - Registered Nurse II	25.30
12313 - Registered Nurse II, Specialist	25.30
12314 - Registered Nurse III	30.61
12315 - Registered Nurse III, Anesthetist	30.61
12316 - Registered Nurse IV	36.40
12317 - Scheduler (Drug and Alcohol Testing)	20.79
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	18.86
13012 - Exhibits Specialist II	23.37
13013 - Exhibits Specialist III	28.58
13041 - Illustrator I	18.86
13042 - Illustrator II	23.37
13043 - Illustrator III	28.58
13047 - Librarian	25.87
13050 - Library Aide/Clerk	13.29
13054 - Library Information Technology Systems Administrator	23.37
13058 - Library Technician	15.72
13061 - Media Specialist I	16.30
13062 - Media Specialist II	18.23
13063 - Media Specialist III	20.32
13071 - Photographer I	14.19
13072 - Photographer II	16.92
13073 - Photographer III	20.53
13074 - Photographer IV	25.11
13075 - Photographer V	30.89
13110 - Video Teleconference Technician	14.09
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	16.21
14042 - Computer Operator II	18.72
14043 - Computer Operator III	20.87
14044 - Computer Operator IV	23.20
14045 - Computer Operator V	25.68
14071 - Computer Programmer I (1)	20.80
14072 - Computer Programmer II (1)	25.28
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	23.96
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	16.21
14160 - Personal Computer Support Technician	25.27
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.10
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	21.78
15060 - Educational Technologist	26.61
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	17.25
15090 - Technical Instructor	18.09
15095 - Technical Instructor/Course Developer	20.05
15110 - Test Proctor	16.40
15120 - Tutor	16.40
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	8.32
16030 - Counter Attendant	8.32
16040 - Dry Cleaner	10.02
16070 - Finisher, Flatwork, Machine	8.32
16090 - Presser, Hand	8.32
16110 - Presser, Machine, Drycleaning	8.32



16130 - Presser, Machine, Shirts	8.32
16160 - Presser, Machine, Wearing Apparel, Laundry	8.32
16190 - Sewing Machine Operator	10.59
16220 - Tailor	11.15
16250 - Washer, Machine	8.89
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	19.83
19040 - Tool and Die Maker	24.37
<b>21000 - Materials Handling and Packing Occupations</b>	
21020 - Forklift Operator	11.77
21030 - Material Coordinator	19.15
21040 - Material Expediter	19.15
21050 - Material Handling Laborer	10.54
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	12.32
21110 - Shipping Packer	13.17
21130 - Shipping/Receiving Clerk	13.17
21140 - Store Worker I	10.03
21150 - Stock Clerk	13.16
21210 - Tools and Parts Attendant	12.30
21410 - Warehouse Specialist	12.30
<b>23000 - Mechanics and Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	25.32
23021 - Aircraft Mechanic I	24.11
23022 - Aircraft Mechanic II	25.32
23023 - Aircraft Mechanic III	26.59
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft, Painter	18.19
23060 - Aircraft Servicer	21.68
23080 - Aircraft Worker	22.64
23110 - Appliance Mechanic	19.14
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	23.98
23130 - Carpenter, Maintenance	18.71
23140 - Carpet Layer	16.93
23160 - Electrician, Maintenance	21.90
23181 - Electronics Technician Maintenance I	20.88
23182 - Electronics Technician Maintenance II	23.09
23183 - Electronics Technician Maintenance III	24.92
23260 - Fabric Worker	17.59
23290 - Fire Alarm System Mechanic	20.94
23310 - Fire Extinguisher Repairer	16.46
23311 - Fuel Distribution System Mechanic	22.51
23312 - Fuel Distribution System Operator	19.30
23370 - General Maintenance Worker	17.02
23380 - Ground Support Equipment Mechanic	24.11
23381 - Ground Support Equipment Servicer	21.68
23382 - Ground Support Equipment Worker	22.64
23391 - Gunsmith I	15.27
23392 - Gunsmith II	17.36
23393 - Gunsmith III	19.45
23410 - Heating, Ventilation & Air-Conditioning Mechanic	19.89
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.96
23430 - Heavy Equipment Mechanic	19.67
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	21.22
23465 - Laboratory/Shelter Mechanic	18.41
23470 - Laborer	11.28
23510 - Locksmith	19.56
23530 - Machinery Maintenance Mechanic	22.36
23550 - Machinist, Maintenance	18.42
23580 - Maintenance Trades Helper	13.30
23591 - Metrology Technician I	21.22

23592 - Metrology Technician II	22.37
23593 - Metrology Technician III	23.50
23640 - Millwright	20.57
23710 - Office Appliance Repairer	19.84
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	18.85
23810 - Plumber, Maintenance	18.10
23820 - Pneudraulic Systems Mechanic	20.94
23850 - Rigger	22.39
23870 - Scale Mechanic	18.72
23890 - Sheet-Metal Worker, Maintenance	19.94
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	22.00
23932 - Telecommunications Mechanic II	23.96
23950 - Telephone Lineman	22.32
23960 - Welder, Combination, Maintenance	17.87
23965 - Well Driller	20.94
23970 - Woodcraft Worker	20.94
23980 - Woodworker	15.44
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	9.47
24580 - Child Care Center Clerk	14.71
24610 - Chore Aide	8.56
24620 - Family Readiness and Support Services Coordinator	13.07
24630 - Homemaker	15.74
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	23.97
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	25.88
25190 - Ventilation Equipment Tender	16.93
25210 - Water Treatment Plant Operator	20.85
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	13.91
27007 - Baggage Inspector	10.53
27008 - Corrections Officer	25.44
27010 - Court Security Officer	26.42
27030 - Detection Dog Handler	11.50
27040 - Detention Officer	25.44
27070 - Firefighter	26.42
27101 - Guard I	10.53
27102 - Guard II	11.50
27131 - Police Officer I	28.41
27132 - Police Officer II	31.58
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.24
28042 - Carnival Equipment Repairer	14.27
28043 - Carnival Equipment Worker	8.73
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	13.55
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	15.39
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker and Bracer	18.31
29020 - Hatch Tender	18.31
29030 - Line Handler	18.31
29041 - Stevedore I	16.41
29042 - Stevedore II	20.52
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33

30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	16.34
30022 - Archeological Technician II	18.27
30023 - Archeological Technician III	22.62
30030 - Cartographic Technician	29.70
30040 - Civil Engineering Technician	26.11
30061 - Drafter/CAD Operator I	19.03
30062 - Drafter/CAD Operator II	24.04
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	13.71
30082 - Engineering Technician II	16.36
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.07
30085 - Engineering Technician V	30.95
30086 - Engineering Technician VI	35.61
30090 - Environmental Technician	22.13
30210 - Laboratory Technician	20.76
30240 - Mathematical Technician	26.47
30361 - Paralegal/Legal Assistant I	17.10
30362 - Paralegal/Legal Assistant II	21.74
30363 - Paralegal/Legal Assistant III	26.59
30364 - Paralegal/Legal Assistant IV	32.16
30390 - Photo-Optics Technician	27.32
30461 - Technical Writer I	22.66
30462 - Technical Writer II	27.71
30463 - Technical Writer III	33.31
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	18.74
30621 - Weather Observer, Senior (3)	20.83
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	8.54
31030 - Bus Driver	13.77
31043 - Driver Courier	12.24
31260 - Parking and Lot Attendant	8.95
31290 - Shuttle Bus Driver	12.87
31310 - Taxi Driver	10.59
31361 - Truckdriver, Light	12.87
31362 - Truckdriver, Medium	16.19
31363 - Truckdriver, Heavy	17.34
31364 - Truckdriver, Tractor-Trailer	17.34
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	9.77
99050 - Desk Clerk	8.44
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	9.15
99252 - Laboratory Animal Caretaker II	9.70
99310 - Mortician	20.58
99410 - Pest Controller	12.64
99510 - Photofinishing Worker	11.57
99710 - Recycling Laborer	17.54
99711 - Recycling Specialist	20.52
99730 - Refuse Collector	16.01
99810 - Sales Clerk	10.88
99820 - School Crossing Guard	9.65
99830 - Survey Party Chief	21.25
99831 - Surveying Aide	14.10
99832 - Surveying Technician	19.32
99840 - Vending Machine Attendant	12.05

99841 - Vending Machine Repairer  
99842 - Vending Machine Repairer Helper

15.09  
12.98

---

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated.** Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

\*\*\*\*\*  
 REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

William W. Gross                      Division of  
 Director                      Wage Determinations

Wage Determination No.: 2005-2048  
 Revision No.: 3  
 Date Of Revision: 11/29/2006

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	13.69
01012 - Accounting Clerk II	15.37
01013 - Accounting Clerk III	16.82
01020 - Administrative Assistant	23.17
01040 - Court Reporter	17.82
01051 - Data Entry Operator I	11.28
01052 - Data Entry Operator II	12.98
01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.50
01090 - Duplicating Machine Operator	13.30
01111 - General Clerk I	10.69
01112 - General Clerk II	14.92
01113 - General Clerk III	16.67
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	10.62
01191 - Order Clerk I	15.53
01192 - Order Clerk II	16.94
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	18.48
01263 - Personnel Assistant (Employment) III	22.26
01270 - Production Control Clerk	20.22
01280 - Receptionist	14.51
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	18.40
01313 - Secretary III	20.24
01320 - Service Order Dispatcher	17.81
01410 - Supply Technician	23.17
01420 - Survey Worker	17.82
01531 - Travel Clerk I	12.88
01532 - Travel Clerk II	13.96
01533 - Travel Clerk III	14.98
01611 - Word Processor I	15.03
01612 - Word Processor II	16.87

01613 - Word Processor III	18.76
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	22.94
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	11.95
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.79
07210 - Meat Cutter	13.15
07260 - Waiter/Waitress	8.96
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.73
11090 - Gardener	14.60
11122 - Housekeeping Aide	9.73
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	11.24
11240 - Maid or Houseman	8.77
11260 - Pruner	10.96
11270 - Tractor Operator	13.55
11330 - Trail Maintenance Worker	11.24
11360 - Window Cleaner	12.42
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	17.68
12011 - Breath Alcohol Technician	14.87
12012 - Certified Occupational Therapist Assistant	22.36
12015 - Certified Physical Therapist Assistant	22.70
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	36.45
12030 - EKG Technician	22.61
12035 - Electroneurodiagnostic Technologist	22.61
12040 - Emergency Medical Technician	17.68
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	19.71
12100 - Medical Assistant	13.47
12130 - Medical Laboratory Technician	17.18
12160 - Medical Record Clerk	15.43
12190 - Medical Record Technician	17.53
12195 - Medical Transcriptionist	15.99
12210 - Nuclear Medicine Technologist	32.43



12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12235 - Optical Dispenser	15.89
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.20
12280 - Phlebotomist	12.86
12305 - Radiologic Technologist	23.86
12311 - Registered Nurse I	27.06
12312 - Registered Nurse II	33.11
12313 - Registered Nurse II, Specialist	33.11
12314 - Registered Nurse III	40.06
12315 - Registered Nurse III, Anesthetist	40.06
12316 - Registered Nurse IV	48.01
12317 - Scheduler (Drug and Alcohol Testing)	18.42
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	35.57
13041 - Illustrator I	23.48
13042 - Illustrator II	29.08
13043 - Illustrator III	35.57
13047 - Librarian	27.91
13050 - Library Aide/Clerk	15.58
13054 - Library Information Technology Systems Administrator	22.65
13058 - Library Technician	17.67
13061 - Media Specialist I	15.08
13062 - Media Specialist II	16.87
13063 - Media Specialist III	18.81
13071 - Photographer I	16.42
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	15.08
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	15.93
14042 - Computer Operator II	17.82
14043 - Computer Operator III	19.87
14044 - Computer Operator IV	23.05
14045 - Computer Operator V	25.66
14071 - Computer Programmer I (1)	19.20
14072 - Computer Programmer II (1)	24.07
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.93
14160 - Personal Computer Support Technician	23.05
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.42
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	27.12
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	23.34
15090 - Technical Instructor	22.30
15095 - Technical Instructor/Course Developer	27.28
15110 - Test Proctor	18.40
15120 - Tutor	18.40

<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool and Die Maker	23.95
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	14.46
21030 - Material Coordinator	19.48
21040 - Material Expediter	19.48
21050 - Material Handling Laborer	13.02
21071 - Order Filler	12.38
21080 - Production Line Worker (Food Processing)	14.46
21110 - Shipping Packer	13.16
21130 - Shipping/Receiving Clerk	13.16
21140 - Store Worker I	10.25
21150 - Stock Clerk	14.63
21210 - Tools and Parts Attendant	14.46
21410 - Warehouse Specialist	14.46
<b>23000 - Mechanics and Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.25
23021 - Aircraft Mechanic I	24.56
23022 - Aircraft Mechanic II	26.25
23023 - Aircraft Mechanic III	27.25
23040 - Aircraft Mechanic Helper	17.16
23050 - Aircraft, Painter	20.45
23060 - Aircraft Servicer	19.73
23080 - Aircraft Worker	20.59
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.96
23160 - Electrician, Maintenance	28.35
23181 - Electronics Technician Maintenance I	20.73
23182 - Electronics Technician Maintenance II	22.81
23183 - Electronics Technician Maintenance III	26.53
23260 - Fabric Worker	21.36
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.17
23311 - Fuel Distribution System Mechanic	23.90
23312 - Fuel Distribution System Operator	18.26
23370 - General Maintenance Worker	18.61
23380 - Ground Support Equipment Mechanic	24.56
23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.17
23392 - Gunsmith II	18.72
23393 - Gunsmith III	21.17
23430 - Heavy Equipment Mechanic	24.20
23440 - Heavy Equipment Operator	26.83
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	19.94
23470 - Laborer	12.49
23510 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	23.17
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	27.13
23593 - Metrology Technician III	29.73
23640 - Millwright	21.56
23710 - Office Appliance Repairer	19.89
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	21.27
23810 - Plumber, Maintenance	20.44

23820 - Pneudraulic Systems Mechanic	21.17
23850 - Rigger	21.90
23870 - Scale Mechanic	18.72
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23931 - Telecommunications Mechanic I	22.33
23932 - Telecommunications Mechanic II	23.55
23950 - Telephone Lineman	22.59
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	21.17
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	10.57
24620 - Family Readiness and Support Services Coordinator	15.39
24630 - Homemaker	16.98
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	26.22
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	26.22
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	26.21
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	22.34
27007 - Baggage Inspector	10.32
27008 - Corrections Officer	25.51
27010 - Court Security Officer	27.53
27030 - Detection Dog Handler	20.99
27040 - Detention Officer	25.51
27070 - Firefighter	28.84
27101 - Guard I	10.32
27102 - Guard II	20.99
27131 - Police Officer I	32.10
27132 - Police Officer II	35.66
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.01
28042 - Carnival Equipment Repairer	11.86
28043 - Carnival Equipment Worker	8.35
28210 - Gate Attendant/Gate Tender	13.29
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	14.87
28510 - Recreation Aide/Health Facility Attendant	10.85
28515 - Recreation Specialist	16.23
28630 - Sports Official	11.84
28690 - Swimming Pool Operator	15.43
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker And Bracer	19.35
29020 - Hatch Tender	19.35
29030 - Line Handler	19.35
29041 - Stevedore I	20.46
29042 - Stevedore II	21.73
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.45
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.44
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.92
30021 - Archeological Technician I	18.35
30022 - Archeological Technician II	20.53
30023 - Archeological Technician III	27.90
30030 - Cartographic Technician	29.26
30040 - Civil Engineering Technician	26.21
30061 - Drafter/CAD Operator I	20.27

30062 - Drafter/CAD Operator II	23.58
30063 - Drafter/CAD Operator III	25.11
30064 - Drafter/CAD Operator IV	30.89
30081 - Engineering Technician I	16.79
30082 - Engineering Technician II	18.71
30083 - Engineering Technician III	21.37
30084 - Engineering Technician IV	26.03
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	39.35
30090 - Environmental Technician	22.91
30210 - Laboratory Technician	19.79
30240 - Mathematical Technician	24.77
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.91
30363 - Paralegal/Legal Assistant III	28.02
30364 - Paralegal/Legal Assistant IV	33.90
30390 - Photo-Optics Technician	23.33
30461 - Technical Writer I	20.81
30462 - Technical Writer II	25.46
30463 - Technical Writer III	30.80
30491 - Unexploded Ordnance (UXO) Technician I	22.53
30492 - Unexploded Ordnance (UXO) Technician II	27.26
30493 - Unexploded Ordnance (UXO) Technician III	32.67
30494 - Unexploded (UXO) Safety Escort	22.53
30495 - Unexploded (UXO) Sweep Personnel	22.53
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	20.77
30621 - Weather Observer, Senior (3)	23.08
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	11.26
31030 - Bus Driver	16.22
31043 - Driver Courier	11.30
31260 - Parking and Lot Attendant	8.49
31290 - Shuttle Bus Driver	12.32
31310 - Taxi Driver	12.03
31361 - Truckdriver, Light	12.32
31362 - Truckdriver, Medium	18.00
31363 - Truckdriver, Heavy	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	10.49
99252 - Laboratory Animal Caretaker II	11.44
99310 - Mortician	25.81
99410 - Pest Controller	15.17
99510 - Photofinishing Worker	14.25
99710 - Recycling Laborer	14.78
99711 - Recycling Specialist	16.85
99730 - Refuse Collector	12.78
99810 - Sales Clerk	12.26
99820 - School Crossing Guard	9.01
99830 - Survey Party Chief	32.38
99831 - Surveying Aide	17.81
99832 - Surveying Technician	24.37
99840 - Vending Machine Attendant	11.75
99841 - Vending Machine Repairer	14.03
99842 - Vending Machine Repairer Helper	11.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated.**

Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form**

**1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows: